

ACC Board Meeting Thursday 24th February 2026

Venue: Zoom

(Meeting commenced 1.30 pm)

	Title
	<p>In attendance: Sue Monckton-Rickett, Chair (SMR); Chris Williams Deputy Chair (CW); Kathy Spooner, CEO (KS); Lyn Smailes (LS); Peter Roberts (PR); Gathoni Hamilton-Foster (GHF); Christine Pinder (CP); Leroy Harley (LH); Tony Ruddle (TR); Sean Charlesworth (SC).</p> <p>Apologies: Jenny Fytche (JF); Kate Pozzo (KP).</p> <p>Opening Reflection: TR led a reflection on John 4:46-54. The focus being on our reactions to slowness of change or progress.</p>
1.	<p>Approval of Minutes of 29th January 2025</p> <p>Approved with one minor change</p> <p>Matters Arising: The PCPB partnership will bring in an external facilitator.</p> <p>AOB: LH asked to share reactions concerning recent 'racism' items in the news.</p>
2.	<p>Standing items</p> <p>Conflicts of Interest: None</p> <p>No conflicts of interest declared.</p> <p>RAP / PSA: RAP meets on 13th March in person.</p> <p>PSA have not yet issued the final revised standards which will be were presenting to their board in February. In the annual review this year only, recommendations can be made against the new standards not conditions.</p> <p>Diversity & Inclusion: KS spoke to a document on Guiding Principles for Anti-Opressive Practice. KS proposed</p> <ul style="list-style-type: none"> • to link this document to the statement on our website about inclusion • to send the principles to ACC counselling and training organisations and encourage them to use them. • to signpost our members to read and reflect on them as personal development. <p>Other potential actions were discussed including forums, a discussion or reflective space at the national conference. It was agreed that any discussion needs to be done well and safely and so may need Board members to facilitate.</p> <p>It was decided to take time to think about ideas a how we can best use the principles and to return to this.</p> <p>Nothing to report from the MOU group.</p> <p>SMR had supplied EDI data about ACC membership and said that there would be article on the data in the March Accord. The data compared ACC against the joint PCPB data and National Statistics. It was noted that:</p> <ul style="list-style-type: none"> • the percentage of female members is much higher than the representation on the Board • it was important to understand the reasons why some groups are underrepresented in the profession for example men and how we can address this • that the profession being poorly paid in general and costing a lot in terms of training, etc. would influence the ability of many entering it • ACC's ethnic data showed a greater diversity than the profession as a whole. • there was concern that there are still issues about males talking about mental health and GHF mentioned a documentary called "The Lost Boys' suggesting that these issues start in early life.

	Legal and Governance: No updates at present.
3.	<p>Chair Report</p> <p>Complaints – presented an update with one closed since last Board meeting.</p> <p>Articles of association are now approved by all bodies required and they have been published. CW proposed a vote of thanks to SMR for all the work on this. All agreed.</p> <p>PR stated there were no finance reports for this meeting as work was being concentrated on as end of year reports. He gave thanks for what looks like a small surplus at the end of the year. SMR reported that we have received the 2nd tranche of the Joseph Rank Foundation grant.</p>
4.	<p>CEO Report</p> <p>KS had circulated a Social Media Policy, TR asked if staff involved in this have had an opportunity to comment. SMR asked about the issue of taking down any unsuitable posts and KS agreed that there needed to be a statement about ACC having the right to take down be offensive or abusive comments if the platform allows for this.</p> <p>An assessment of each platform would be an ongoing issue as to whether it was right to for ACC to continue to use it.</p> <p>It was agreed that Social Media risks should be on our Risk Matrix.</p> <p>The Board approved the policy subject to, the additional comment about removing posts and staff reviewing it. If there are no significant changes, it can be published without being referred back to the board.</p> <p>The Board requested that the management team reviewed the platforms that ACC currently use against the criteria in this policy</p> <p>Financial Inclusion Policy (FIP): KS presented a draft policy, which was discussed included the need to be consistent in responding to requests from members, the potential financial impact and the desire to be as inclusive as possible with regard to members with financial hardship</p> <p>It was agreed that the policy could be used in house by staff if members but that there needed to be further consideration before it could be publicly published. It was agreed that there should be a statement on the website saying that if members are experiencing financial hardship in relation to fees, they can contact the office.</p> <p>A revised policy would need to be reviewed by the Board in the future before public publication.</p> <p>Thanks was expressed to Joel Slater for his work on this.</p> <p>Complaint Consultation Plan. KS had provided all the complaint documentation, and they would also be presented to RAP. The documents were going through final review by KS and SMR and then layout and formatting to be completed. KS invited any comments from the Board.</p> <p>The consultation process will include consulting with members, PCPB bodies, the wider ARC group and the PSA. It was discussed as to how ACC would respond to issues raised from the consultations. KS said that all comments would need to be considered and ACC may seek PSA guidance. Legal advice may also be sought on the final version of the policy and then it would be presented to RAP and the Board for final approval.</p> <p>Assessors: KS reported that new assessors had been recruited for practice reviews and accreditation and a new lead assessor. They will work under self-employed contracts.</p> <p>Conference: planning going well and we have all trainers booked.</p> <p>GDPR training: training materials will be distributed to the Board to be completed by 31 May.</p> <p>Code of Ethics and Practice: KS reported that work had started on updating ACC’s Code of Ethics and Practice and outlined the principles.</p> <p>Membership, Communication and Training, and Professional standards & Registrar reports were provided.</p> <p>SMR thanked KS and staff team for all the work they are achieving and planning.</p>

5.	AOB LH shared his reaction to the recent news regarding racism in football and the fact that the incident at the BAFTA awards and the BBC response. LH said that he appreciated that the Board were happy to listen to his feelings and that the Board felt a safe place to express them. SMR closed the meeting with the Grace. Date of next meeting 26 th March 13.30 Online. LS gave her apologies in advance.
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Approved



Chair of ACC

26 March 2026